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RESOLUTION # 19-2016

Resolution offered by the Supervisors of the Public Works and Labor Relations Employee Services (LRES) Committees.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Highway Commissioner/Solid Waste (HC/SW) Director and Human Resources(HR) Director did review the staffing levels and use of Limited Term Employees (LTEs) at the Solid Waste Division of the Highway Department as it relates to work load and the effects of the Affordable Care Act (ACA); and

WHEREAS, the HC/SW Director and HR Director did agree, and recommended to the Public Works and LRES Committees that in order to comply with the guidelines of the ACA and the needs of the Solid Waste Division several staffing changes need to be made as follows:

- increase the 80% Solid Waste Technician position to 100%
- create a 100% Mechanic/Solid Waste Technician position at Grade Level I of non-exempt schedule
- eliminate four LTE positions approved in the 2016 budget for 1200 hours each at twelve to sixteen dollars an hour, currently only one of the LTE positions has been hired; and

WHEREAS, both the Public Works and LRES Committees did review and discuss the recommendations of the HC/SW Director and HR Director and support the changes as proposed.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective March 26, 2016 the following staffing changes shall be made at the Solid Waste Division of the Highway Department:

- increase the 80% Solid Waste Technician position to 100%
- create a 100% Mechanic/Solid Waste Technician position at Grade Level I of the non-exempt schedule
- eliminate four LTE positions approved in the 2016 budget for 1200 hours each.

BE IT FURTHER RESOLVED, that by adoption of this resolution it shall be deemed that An amendment has been made to the County budget for fiscal year 2016 to meet all projected costs for the staffing changes with monies to come from non-tax levy dollars and should non-tax levy money decrease or increase the percentage of the positions would be adjusted accordingly after Committee of Jurisdiction and LRES Committee approval.

A fiscal impact statement is attached hereto and made a part hereof.

Vote Required: Majority = _____ 2/3 Majority = _____ ¾ Majority = _____

The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed by the Corporation Counsel, _____, Date:

Approved by the Public Works and LRES Committees this 24th day of February, 2016.

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Consent Agenda Item: _____ YES _____ NO

Offered and passage moved by:

- _____ Supervisor

- _____ Ayes
- _____ Nays
- _____ Absent
- _____ Abstain
- _____ Adopted

by the County Board of Supervisors this _____ day _____, 2015.

_____ Defeated

Mary Bartelt, County Clerk

David Hintz, County Board Chair

ONEIDA COUNTY		
FISCAL IMPACT		
SOLID WASTE		
2016 Wage Rates, 2016 Health Insurance Rates		
Create Mechanic/SW Technician		
Grade I	100%	100%
	Annual Cost	Annual Cost
	Step 1	Step 6
Wages	38,259	43,719
Social Security	2,927	3,345
Retirement-er	2,525	2,907
Health Ins-Maximum	22,510	22,510
Life Insurance-Estimated	90	90
Workers Comp	1,228	1,403
Income Continuation Ins	<u>96</u>	<u>109</u>
Estimated Cost	67,635	74,083
Increase SW Technician from 80 to 100%		
	Currently	
Grade F	80%	100%
	Annual Cost	Annual Cost
	Step 2	Step 2
Wages	24,258	30,323
Social Security	1,856	2,320
Retirement-er	1,601	2,016
Health Ins-Incumbant	12,374	15,467
Life Insurance	84	105
Workers Comp	779	973
Income Continuation Ins	<u>61</u>	<u>76</u>
Estimated Cost	41,012	51,279
Increased Cost	10,267	10,267
Eliminate 4 LTE's at 1200 hours each		
Wages	(67,200)	(67,200)
Social Security	(5,141)	(5,141)
Workers Comp	<u>(2,157)</u>	<u>(2,157)</u>
Estimated Cost	(74,498)	(74,498)
Net Change	3,404	9,852